

Alaska Department of Labor and Workforce Development

Training Program Overview for Alaska Workforce Investment Board May 21, 2008



DOLWD Workforce Training

Demand Driven

- AWIB Priorities.
- Training for today's jobs.
- Focus—gaps identified by job turnover, nonresident hire rates, aging workforce, anticipated job growth.

Outcome Driven

• Annual Training Program Performance Report – number of participants; pre- and post-training wages.



Alaska's Dynamic Economy The churning labor market

- Approximately 70,000 individuals move in/out of Alaska annually.
- Alaska employers hire nearly 250,000 "new-to-the-firm" workers each year.
- In 2007, employment in July exceeded employment in January by nearly 46,000, more than a 15% difference -- a huge seasonal swing, unrivaled by any other state.
- Graying workforce—26% of Alaskans (113,000) are between the ages of 51 and 65.



Nonresident Workers Lost opportunities

In 2006 nonresidents –

- Earned over \$1.5 billion, nearly 13% of total wage and salary earnings.
- Accounted for nearly 31% of the oil industry workers
 a 1.2 percentage point increase over 2005.
- Took home \$327.6 million in oil industry wages.



Alaska's Skills Mismatch The case for training

During 2006 Alaska had both -

- A labor surplus with approximately 20,000 individuals unemployed each month (a 6.7% average annual unemployment rate), and
- A **labor shortage** where nearly 20% of Alaska's workers -- 78,840 individuals -- were nonresidents.



Alaska's Youth

- 11,000 new Alaskan 18 year olds each year.
- Alaska is ranked fifth in the nation for teens not in school and not working.
- 65% of our high school students graduate.
- Only 62% of Alaskan high school graduates remain for training or employment.
- Less than 40% of Alaskans age 18 to 24 enroll in postsecondary education or obtain a postsecondary degree. Lowest % of any state.
- 2000 Census—over 57,000 Alaskans age 18 and over with no high school diploma.

Alaska Youth First goal -- in school, engaged and prepared for Alaska jobs...

Training System at a Glance

Secondary Education

- High Schools
- Adult Basic Education
- Youth First
- Construction Academies
- College Ready/Work Ready

Funding

- Federal
 - Workforce Investment Act

JOBS

- Denali Training
- Pipeline Training
- State
 - STEP
 - TVEP
- GF

Postsecondary Education

- University of Alaska
- AVTEC
- Regional Training Centers

Services

- Job Center Network
 - Counseling
 - Job/ Training Referral

Employment

Grantees

• Competitive Selection

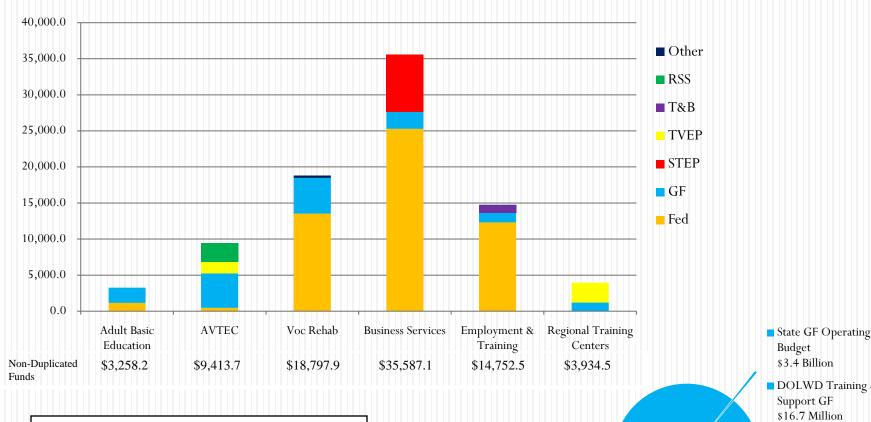


Employment & Training Services





DOLWD Employment and Training Program Funding - \$85.7 Million



RSS - Receipt Supported Services

T&B - Training and Building Fund

TVEP - Technical Vocational Education Program

STEP - State Training and Employment Program

GF- General Funds

Fed - Federal

Support GF \$16.7 Million



Federal Programs

- Workforce Investment Act (Business Partnerships)
 - Disadvantaged Youth and Adults, and Workers Dislocated by Firm Downsizing/Closure.
 - # served in 07: 1,100 Adults/1,168 Youth (+ 78 firms facing closure/downsizing impacting 900 workers)
- Denali Commission Training Programs (Business Partnerships)
 - Job assistance to rural Alaskans focused on construction, operation and maintenance of Denali Commission Projects.
 - # Served in FY 07: 675 Adults/492 Youth through competitive grants.
- Other Federal Grants (Business Partnerships)
 - Targeted to specific opportunities. New pipeliner training grant continues and expands efforts established by recently closed High Growth Training Grant. # to be served per year: 850
- Job Center Network/Labor Exchange (Employment Security)
- Vocational Rehabilitation



STEP/TVEP

- **TVEP** -- services of Vocational Training Programs operated by University, AVTEC and Regional Training Centers.
- STEP -- training for Alaskans in high demand jobs and fills gaps not met by federal programs. (Business Partnerships)
 - High performance outcomes: latest data show participants earned over \$71 million in Alaska wages in the year following exit, a 35% increase over total pre-training earnings.
 - # served in FY 07: 1,591
 - Job Center Network ITA's (Employment Security)
 - Competitive Grants (Business Partnerships)



General Fund— Continuing Investments

- Alaska Youth First (Business Partnerships)
 - Career awareness and work experiences, connecting school with work.
 - Now works in tandem with College Ready/Work Ready.
- Construction Academies (Business Partnerships)
 - \$3.5M Grant to AGC for State/School District/Industry Partnership oriented to construction, welding, and other hands-on training for careers in industry and restoring vocational education.
- AVTEC
 - Vocational Training for High Demand Occupations
- Matching Federal Programs
 - Labor Exchange Support
 - Vocational Rehabilitation
 - Adult Basic Education



Training Program FY 09 General Fund (GF) Increments

- On-the-Job Training and Registered Apprenticeship Incentives--\$ 585.0 GF
 - 200 participants targeted for industry related occupational training.
- Coordinator to integrate Vocational Education/Set Standards--\$130.0 GF
 - Consistent standards for training programs/Program Accreditation.
 - Connect Education and Workforce Development.
- AVTEC Recruiter/Instructor Training--\$135.0 GF Requested/Not Funded
 - Losing potential students to outside vocational/technical schools.
 - Enrollment declines leaving valuable training unused. Fewer qualified job seekers for good job opportunities.
 - Vocational Instructor training.
- Regional Economic Data Gathering--\$95.0 GF
 - Research & Analysis' support regional/local workforce planning.
- Training Program Guide--\$50.0 GF



Outcomes

- Nearly 20,000 Alaska training program (including UofA) participants exited training programs in FY 2006.
- 78% of the participants had Alaska wage and salary employment in the year following training.
- Total earnings training program participants were \$351.3 million in the full twelve months following exit from the reported training programs, an increase of 31.7% compared with the twelve months prior to entering the programs.

	The Training Continuum						
	Secondary	Postsecondary Training	On the Job	Reemployment Assistance			
Private Training System	Build-up Program and other programs in the schools	Employer paid tuition	Match state funding for training programs. Apprenticeships and Training Programs.				
Gasline Training Plan \$860.0 GF		Training System Coordination focusing on Accreditation and Skills Standards. Regional economic data gathering.	Apprenticeship and OJT Incentives to Expand Skilled Opportunities. Increase registered apprentices and trainees. Number Served: 200				
Construction Academies \$3.5 million GF	Train in and out of school youth as well as young adult workers in basic construction, welding, and other skills. Number served: 1,000 High School/300 Adults						
Construction Academies \$3.5 million GF Youth First \$2,300.0 GF AVTEC \$10,205.2 Total \$4,783.2 GF TVEP \$9,804.0 TVEP STEP \$7,982.4 STEP Gasline Worker Federal Grant \$2.5 million Federal Denali Training Fund \$3.15 Million Federal Workforce Investment Act \$12.7 Million	Secondary School Youth Career Awareness, Preparation and Job Experiences. Now working in tandem with DEED's Work Ready/College Ready. Captures all kidsnot just those identified as "high risk" Number served: 1,850						
AVTEC \$10,205.2 Total \$4,783.2 GF		Vocational Training for in-demand occupations. Number Served: 893					
TVEP \$9,804.0 TVEP		TVEP funding is allocated to various training entities and the University of Alaska to support operations and adult training programs.					
STEP \$7,982.4 STEP		Used through the Job Center I	Network and Competitive Grant Aw. tt of Unemployment. Fills funding gand Number served: 1,800 to 2,000				
Gasline Worker Federal Grant \$2.5 million Federal	Summer Camps for College Bound Students Number Served: 100	Regional Training Center/AVTE Targeted Training Number Served: 300	C Apprenticeship and OJT Incentives to Expand Skilled Opportunities/Fairbanks Pipeliner Training Number served: 400				
Denali Training Fund \$3.15 Million Federal	Denali Training Fund includes a \$1 million per year allocation for competitive youth employment grants in rural Alaska, preferably connected with Denali Commission projects. Number served: 150		Denali Training Fund offers approximately \$2.15 million in competitive grants for rural workforce development projects preferably connected with Denali Commission Projects. Number served: 250				
Workforce Investment Act \$12.7 Million Federal	Youth Funding focuses on at-risk in-scho out of school youth (ages 14 to 21) Number Served: 500	- Adult Program focuses on Job Center Services to unemployed individuals including counseling, assessments, job referral, and training. Number Served: 530 - WIA Dislocated Worker program focuses on Job Center services to workers unemployed by virtue of business downsizing or closure. Number served: 560					

Alaska Department of Labor and Workforce Development Capital Projects

Project	Priority	Amount	Notes
AVTEC Culinary Building & Cafeteria Remodel	1	\$ 8,659.0 GF	New AVTEC Culinary Academy and Student Cafeteria Remodel
AlexSys Enhancements	2	\$ 600.0 GF	Adds Credentialing to AlexSys
AWP—Fairbanks Pipeline Training Center	3	\$ 3,000.0 GF \$ 3,000.0 Fed	Funding to complete project — total State support \$8.7 million GF
AVTEC Deferred Maintenance	4	\$ 241.0 GF \$ 1,486.0 ACI	Facility Deferred Maintenance
Business Services Management Information System	5	\$ 3,700.0 GF	Replace Management Information and Reporting System
AVTEC Student Database	6	\$ 400.0 GF	Student enrollment/tracking
AVTEC Maritime Safety Training Facility	7	\$ 2,000.0 Fed \$ 1,350.0 GF	New facility in Maritime Campus – federal grant from Economic Development Administration
LSS Certified Payroll System Enhancements	8	\$ 160.7 GF	Enables web fee payment
DVR MIS Accounting Interface	9	\$ 250.0 GF	Interface between DVR Management Information System and State Accounting System
AVTEC Student Records	10	\$ 100.0 GF	Imaging system for student records



AVTEC – Available Capacity/Good Jobs

Long Term Programs	Capacity	Enrollment	Average Pre Training Quarter Earnings	Average Post Training Quarter Earnings
Automotive	16	10	\$ 2,796	\$ 7,393
Diesel/Heavy	30	25	\$ 2,906	\$ 7,903
Industrial Electricity	26	25	\$ 4,426	\$ 10,644
Welding	28	28	\$ 3,676	\$ 8,418
Facility Maintenance	28	13	\$ 3,185	\$ 5,162
Professional Cooking	32	28	\$ 2,318	\$ 2,810
Business & Office Tech.	50	14	\$ 3,046	\$ 4,703
Information Tech	16	15	\$ 4,748	\$ 5,187
Web Development	16	7	\$ 8,780	\$ 13,233
Licensed Practical Nurse	20	19	\$ 4,837	\$ 6,126
TOTAL	262	184		



Alaska Construction Academy: A Partnership that Works

- Students and adults targeted in Anchorage, Fairbanks, Juneau, Kenai, Ketchikan and Mat-Su.
- Lead: Associated General Contractors
- Partners: Alaska State Home Builders, AK Depts. Commerce, Community& Economic Development, Education & Early Development, Labor & Workforce Development, and AK Works Partnership
- For 07, 130 students completed Anchorage Construction Academy; over 80% entered employment; 48% entered employment related to construction; increased student participation from 207 to 422 in one year.



Ocean Beauty Seafoods: Baader TechniciansNot your typical slime line job.

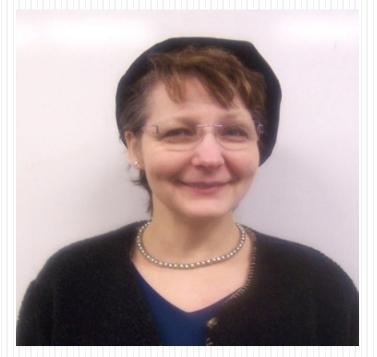
- Industry based training in high wage, high demand Baader equipment adjustment and maintenance.
- State Training and Employment Program funded instructor costs including wages and transportation.
- By funding this training, the Department mitigated the need to hire foreign workers and get Alaskans trained in highly technical, specialized occupations with capacity to earn over \$100,000 annually.



Alaska Military Youth Academy

- WIA-Youth program for technical training in high growth industries such as IT, health care, welding, construction.
- Career Guide through Alaska Youth First aids in career exploration using Alaska Career Information System (AKCIS); develops career plans and registrations for work in ALEXsys; helps with resume writing and interview skills.
- In the last six months, 139 youth registered in AKCIS and ALEXsys.





Success Story

Trainee used the STEP and Dislocated Worker programs to attend the Alaska Millwright Training Center. She has been employed by BP as a Process Operator starting at \$86,000 per year. "The help I received from the Agrium Transition Center, Career Support and Training Services and the millwright training gave me the edge I needed to get the BP job." She in turn participated on the Rapid Response Peer Committee and assisted workers who lost their Agrium jobs to find new employment.

Success Story



A STEP and High Growth Initiative co-enrolled customer received training assistance to attend Northern Industrial **Training for Construction Equipment Technology** training. He completed his training, had an interview, and went to work for Peak as an Equipment Operator earning \$21.00 per hour.

Case Manager Judy Michlig used WIA Dislocated Worker funding and teamed up with Alaska Works Partnership to help William into a Plumbers and **Pipefitters** Apprenticeship. He is earning \$19.05 an hour to start, fulltime w/ benefits.

Success Stories

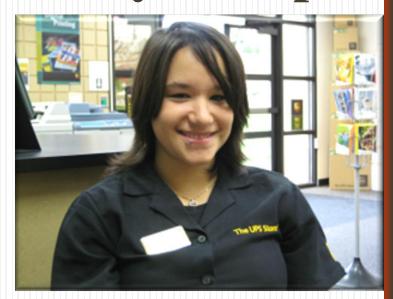
Case Manager Lena Mathlaw teamed up with AVCP to provide funding for Louis (from Mountain Village) to complete pilot training. Louis is now working for Hageland Aviation Services.





Iver is now enjoying his merchant mariner career with good benefits thanks in part to Case Manager Lin Davis and WIA Adult funded training.

Success Story Nelly Phillips



Nelly grew up not knowing where she would be living the next year, month, or week. Finishing high school was a goal Nelly hoped she would achieve, but with her chaotic life style she never had the chance. Nelly was receiving assistance from Cook Inlet Tribal Council (CITC) through the WIA Program, Nelly heard about Peoples Inc. a training program sponsored through the Youth First Program at the UPS Store. The program would educate her in customer service and international distribution. Nelly was also required to work on her GED in order to stay in the program. She wanted her GED, but adding this responsibility almost spelled the end of her entire program. Nelly was so upset she decided to quit the program. She then realized she'd never finished anything; this might be her last chance to make her life better. Nelly returned, picked up where she left off and finished the program. She is working on her GED and already earned an industry-based certificate with national recognition. Nelly is happy with her accomplishments. She was hired full-time at the UPS Store. She's making a living and has new opportunities. This program received an award as one of the most outstanding programs in Anchorage serving youth by the Anchorage School District. It took both the CITC WIA program and Youth First to serve this "at risk" youth, but she is now self-sufficient